



Barrington Fire & Rescue

774 Franklin Pierce Highway

Barrington, NH 03825

"Our Family Helping Yours"



September 5, 2023

To: Conner MacIver

From: Chief Rick Walker

Chief George Joy

Re: Policy Change

Good Morning

I am asking that the BOS approve a policy change for the two Emergency Services Departments.

Currently the town policy for all employees is that overtime shall not be paid until an employee works their scheduled hours in a given week. This creates a problem for emergency services as we operate person for person. With our staff working a different schedule I.e.: 24 On, 48 Off, 24 On, 96 Off they get paid for 42 hours a week using an 8 week cycle they work 6 weeks at 48 hours and 2 weeks at 24 hours. Because of this schedule they are paid time and a half for all "Non-scheduled hours" unless they took time off.

The issue we have is when a person takes a shift off, we have to backfill it. If one of our people takes a shift off during the week and there is an open shift later in the week, or especially on the weekend there is little or no incentive for them to accept that shift for straight time, or to come in for an emergency call back. This is a significant issue especially with the current staffing situation.

I have reached out to many of the surrounding departments both large and small and they all pay time and a half for all non-scheduled shifts regardless of the employee taking time off during the same pay cycle.

On behalf of Chief George Joy and myself, I respectfully request that you change the town policy to allow our Police Officers and Firefighter/EMT's to be compensated time and one half for all "Non-Scheduled hours".

I am happy to answer any questions you may have.

Thank you for considering this request,

Chief Rick Walker

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